


	ANNEX 5	PROCUREMENT	Level II.	Revision	Valid from:
	Schedule of penalties for breach OH&S, FP and EP regulations		S-10-CRH0-01	09	15.10.2025

SCHEDULE OF PENALTIES FOR BREACH OH&S, FP & EP REGULATIONS

VIOLATION OF OH&S, FP & EP Regulations - (1)	AMOUNT OF PENALTY	
	1st & 2nd time	3rd time
Smoking outside defined smoking areas - standard premises	Contractor will be penalized 150 € per violation	Contractor's employee will be ordered out of the Customer's premises with prohibition to enter for period of 6 months and Contractor will be penalized 500 €
Failure to use generally required PPE on the customer's premises in the prescribed		
Non-professional operation and/or manipulation with machinery and mechanisms contradicting their operating and maintenance manuals or legal requirements,		
Unsuitable electric devices or handtools (e.g. lacking valid official inspection and/or test, lacking protecting against dangerous contact voltage, with damaged conductors),		
Disorder on the workplace or roads or other premises of the customer		
Violation of Mobile phone policy or other rules for using of communication devices while walking		
Failure to use the mandatory technical equipment of vehicles and construction machinery in line with general regulations and requirements of the customer		
Failure to report leaks of dangerous materials into environment, preventing subsequent decontamination and sanitation - Enviro		
Unsuitable technical condition of machinery and devices (e.g. oil leaks from the gearbox or the engine, etc.) - Enviro		
Incorrect way of waste treatment, (mixing of waste, non-marking) - Enviro		
In the event of a violation of the terms of use of the personal identification card or its loss, damage or non-return, or in the event that a new card is repeatedly issued to the Contractor's employee within 12 months	Contractor will be penalized 20 € per violation	
SERIOUS VIOLATION OF OH&S , FP & EP Regulations - (2)	1st & 2nd time	3rd time
Failure to adhere to defined work procedure supplied by the supplier and approved by the customer	Contractor will be penalized 250 € per violation	Contractor's employee will be ordered out of the Customer's premises with prohibition to enter for period of 6 months and Contractor will be penalized 500 €
Failure to fulfil the notification duty of dangerous situations that resulted or has a potential to result into an injury or damage to property of the customer		
Failure to remove defects identified by supervisory authorities of the customer and repeated violation of OH&S, FP, and EP regulations		
Violation of generally binding regulations governing traffic on roads or internal directives of the customer in the field of transport (e.g. traffic regulations) or the safety rules for loading/unloading of materials, Violation of Mobile phone policy or other rules for using of communication devices while driving		
Damage or damaging of customer property		
Use of unsuitable scaffolding ladders (e.g. damaged or wooden) non-conforming with the regulations or incorrect use of other equipment for working at height		
Storage of alcohol, narcotic drugs or psychotropic substances on the premises of the customer		

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Burning waste, polluting air, forming non-permitted waste storages -Enviro				
Incorrect method of storage of flammable materials, dangerous substances and preparations in line with the material safety data sheets of these substances- Enviro				
SERIOUS VIOLATION OF OH&S , FP & EP Regulations (3)	1st time	repetition		
Failure to report and/or investigate any dangerous situations and/or accident at work, including providing required documentation				
Violation of customer internal rules or general regulations for performance of high risk works (e.g. Working at Height, Working in Confined space, Hot Works, Electrical works LOTO/LTT, Blasting etc.) including failure to use Mandatory PPE for high risk works.	Contractor will be penalized 500 € per violation	Contractor's employee will be ordered out of the Customer's premises with prohibition to enter for period of 6 months and Contractor will be penalized 1000 €		
Insufficient supervision of performance of high-risk works (e.g. working at height, working in confined space, hot works, electrical works, LOTO/LTT, blasting, etc.) by Contractor's authorised employee.				
Performance of prohibited works in protective areas of engineering networks				
Operating any specific machinery or mobile equipment without required authorisation				
Unauthorised manipulation or falsification of OH&S, FP & EP documentation or evidence				
Pouring dangerous waste into sewage (oils, acids, solutions of dangerous waste)- Enviro				
Failure to report leaks of dangerous materials into environment, preventing subsequent decontamination and sanitation- Enviro				
Repeated violation of category (3) by ≥3 different workers of one company within 6 months			All Contractor's employees will be ordered out of the Customer's premises with Contractor's prohibition to enter for period of 6 months	
SERIOUS VIOLATION OF OH&S Regulations - (4)			1st time	repetition within Contractor
Attempting to enter the customer's premises or being on the customer's premises under the influence of alcohol, narcotic or psychotropic substances			Contractor's employee will be ordered out of the Customer's premises with prohibition to enter for period of 6 months and Contractor will be penalized 1000 €	All Contractor's employees will be ordered out of the Customer's premises with Contractor's prohibition to enter for period of 12 months
Unauthorised removal, replacement, by-passing or deactivation of any safety, firefighting or environmental or security protection, detection or warning systems or arrangements (eg. Machinery guarding, interlocks, barricading, firefighting equipment, etc..)				
Working with open flame and smoking in prohibited premises that were identified as locations with an increased fire hazard or ATEX zones.				